



# Benefits Decision Guide

## **You & Your Benefits**

A Partnership for Good Health and Wellbeing

# Welcome

Providing great benefits to you and your family is just one of the ways Nutanix supports the health and financial wellbeing of the people who make our company successful.

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# Welcome

## Your Benefits

Your Nutanix benefits are here for you when you need them. We're committed to supporting your overall wellness with a comprehensive benefits program designed to meet your needs and those of your family. Key features of your Nutanix benefits include:

- > Medical, dental and vision insurance, with premiums fully paid by Nutanix for you and your family—this means no paycheck deductions
- > Plan options that are designed to provide little to no out-of-pocket costs for covered healthcare services when you choose in-network providers
- > Additional financial security through life and accidental death and dismemberment (AD&D) insurance options, disability programs and a 401(k) plan
- > A wellness program designed to meet your interests and goals
- > Resources and tools to support you and your family – to help bring the best to your personal and professional life

In this guide, you'll learn about your health plans and other important benefits. Use this information, along with the benefits website at [www.nutanixbenefits.com](http://www.nutanixbenefits.com), to decide on the coverage that's right for you and your family.

Be sure to enroll online via Workday at <https://nutanix.okta.com> to make the most of your 2021 benefits.

## Eligibility

All regular, full-time employees working at least 30 hours per week are eligible for benefits as of their date of hire.

Also, interns, returnships, apprenticeships and part-time employees scheduled to work at least 20 hours per week are eligible for the UnitedHealthcare POS plan on the first of the month following 60 days of employment.

Eligible dependents of employees include:

- > Your legal spouse or domestic partner
- > Your children under age 26 and/or those of a domestic partner
- > Your disabled children who meet certain criteria

### Imputed Income for Domestic Partner Coverage

Eligible domestic partners and their eligible children may be enrolled in medical, dental, vision and voluntary life and AD&D insurance coverage. Due to IRS regulations, if you elect domestic partner coverage, the value of these benefits is generally added to your taxable income and subject to federal and state income and payroll taxes. This practice is known as "imputed income."

Imputed income is shown on your W-2 and you pay taxes from your paycheck on that amount. In addition, if you are required to pay a premium for coverage, you will pay the premium for your domestic partner's coverage on an after-tax basis.

## Important Notices

**All newly hired employees must enroll within 30 days of their hire date to receive benefits coverage.**

After 30 days, you will not be able to enroll or make changes to your benefits until next year's Open Enrollment period (unless you experience a qualifying life event, such as marriage, divorce, birth, adoption or a change in employment status for you or your spouse/domestic partner that affects your benefits eligibility). You will have 30 days from the qualifying life event date to make changes to your benefits.

**Full-time employees who don't enroll in Nutanix benefits when they first become eligible** will automatically receive the following benefits through 2021:

- > **Medical Coverage:**
  - UnitedHealthcare plan at the employee-only tier—you will not be enrolled in dental or vision coverage, nor will your dependents
- > **Basic Life Insurance:**
  - 3x your annual base earnings (up to \$1,000,000)
- > **Basic Accidental Death and Dismemberment (AD&D) Insurance:**
  - 3x your annual base earnings (up to \$1,000,000)
- > **Short-Term Disability (STD) Insurance:**
  - Up to 60% of your base weekly salary (up to \$2,310 per week) for up to 26 weeks. (Note: If you do not make a STD tax choice election, you will be automatically enrolled in Option 2: Premium Imputed (benefit is tax-free). This means you will pay imputed income on the STD premium that Nutanix pays on your behalf—see page 22 for more details.)
- > **Long-Term Disability (LTD) Insurance:**
  - Up to 60% of your monthly base salary (up to \$10,000 per month) until you're no longer considered disabled or you reach normal retirement age, whichever comes first

### Learn More About Your Medical Plan

The Health section of this guide provides an overview of your medical plan options. You can find detailed information about each plan in its Summary of Benefits and Coverage (SBC). The SBCs summarize important information about your health coverage options in a standard format to help you compare costs and features across plans. The SBCs are available on the benefits website at [www.nutanixbenefits.com](http://www.nutanixbenefits.com). A paper copy is also available, free of charge, by opening a Global People Services **ServiceNow** ticket.

# Enroll



After you've carefully considered your benefit options and anticipated needs, it's time to make your benefit elections. Follow the instructions below to enroll yourself and any eligible dependents you want to cover.

## New Hire Enrollment

You must enroll within 30 days of your hire date. Otherwise, full-time employees will be enrolled in employee-only medical coverage, as described on page 4 of this guide. After 30 days, you will not be able to make changes to your benefits until next year's Open Enrollment period (unless you experience a qualifying life event, such as a marriage/divorce, birth/adoption of a child or a change in employment status for you or your spouse/domestic partner that affects your benefits eligibility). You will have 30 days from the qualifying life event date to make changes to your benefits.

## How to Enroll

Follow the enrollment instructions below to complete your Nutanix benefit elections within 30 days of your hire date.

- > Select your desired plans and coverage levels for 2021
- > Log in to Workday at <https://nutanix.okta.com>
- > Go to your inbox (located in the top right corner) and select **Benefit Change—New Hire: [Employee Name] on [Hire Date]**
- > Complete your benefit elections and click **Submit**

## Open Enrollment

Open Enrollment for your 2021 benefits takes place **November 2-13, 2020**. Our amazing benefits package remains intact, with only minor changes starting January 1, 2021. This is your once-a-year opportunity to review and make changes to your Nutanix benefits.

### Who Needs to Take Action?

You must complete your 2021 benefit elections during the enrollment period (**November 2-13, 2020**) if you want to:

- > Make any changes to your benefits
- > Add or drop coverage for dependents
- > Participate in a Healthcare Flexible Spending Account (FSA) or Dependent Care FSA in 2021 (remember, you must actively enroll in these pre-tax accounts each year if you want to participate—current elections do not automatically carry over from year-to-year)
- > Change your selection for the STD tax choice—Option 1: Premium Not Imputed (benefit is taxed) or Option 2: Premium Imputed (benefit is tax-free)

### How to Enroll

Follow the enrollment instructions below to complete your Nutanix benefit elections online:

- > Select your desired plans and coverage levels for 2021
- > Log in to Workday at <https://nutanix.okta.com>
- > Go to your inbox (located in the top right corner) and select **Open Enrollment Change: [Employee Name] 1/1/2021**
- > Make any necessary benefit changes and click **Submit**

**The deadline to complete your elections is 5 p.m. PT on Friday, November 13, 2020.**

Accessing benefits information is easy! Resources and tools are available for you and your family to learn more about your Nutanix benefits. Visit [www.nutanixbenefits.com](http://www.nutanixbenefits.com) to get started.

### Qualifying Life Events

Remember, Open Enrollment is the only time you can add dependent coverage or make changes to your benefits unless you have a qualifying life event during the year, like getting married or having a baby. You must make changes to your health coverage within 30 days of the qualifying event date.



Nothing is more important than your overall health and wellbeing. That's why our benefits program offers plans to help keep you and your family healthy and also provides important protection in the event of illness or injury.

## Medical and Prescription Drugs

Benefit-eligible employees in the U.S., excluding Hawaii, may elect to enroll in the UnitedHealthcare POS plan. The Kaiser Permanente HMO plan is also available to full-time employees in California. Hawaii-based employees may elect to enroll in the UnitedHealthcare PPO plan.

Nutanix pays 100% of plan premiums for you and your family, which means no payroll deductions are required.

We also offer additional important benefits to support your health:

- **Virtual Visits:** For employees enrolled in the UnitedHealthcare plans (Video Visits in the Kaiser plan)
- **Health Advocate:** For all benefit-eligible employees and their families

## Virtual Visits

With **UnitedHealthcare**'s Virtual Visits, the doctor will come to you—whether you are at home or in the office—as long as you have a computer, an Internet connection and a webcam. You can get treatment for a wide range of nonemergency medical conditions with no appointment necessary. Virtual doctors can also prescribe medications.

This service is covered under the UnitedHealthcare plans as a doctor's office visit. This service may not be available at all times or in all locations, as it differs by network provider.

To access this service, log in to [www.myuhc.com/virtualvisits](http://www.myuhc.com/virtualvisits) and choose from provider sites that let you register for a Virtual Visit, then talk with a doctor about your health concerns. You can also download the UnitedHealthcare mobile app to access Virtual Visits from your smartphone or tablet.

If you are a **Kaiser HMO** member, you can take advantage of Video Visits, which allow you to meet with your doctor from the comfort and convenience of your home, your office or wherever you are. This is a great way to save on travel expenses and time.

Visit Kaiser's website at [www.kp.org/mydoctor/videovisits](http://www.kp.org/mydoctor/videovisits) for more information, or download the Kaiser mobile app to access Video Visits from your smartphone or tablet.

Additional details about these benefits are available on the benefits website at [www.nutanixbenefits.com](http://www.nutanixbenefits.com).

## Health Advocate

Nutanix follows the **Health Advocate** provides personalized support and assistance for a range of healthcare issues, including hospitalization, managing a chronic illness and addressing a prescription issue. You can also use Health Advocate to find doctors and specialists in your area, schedule appointments and resolve claims issues. Participating in this program is optional, and if you choose to contact Health Advocate, be assured your health information and the services provided are completely confidential.

To get started, call Health Advocate at **866-695-8622** or go to [www.healthadvocate.com](http://www.healthadvocate.com).

## Opt-Out Credit

Nutanix follows the Internal Revenue Service (IRS) notice on how opt-out credits impact the affordability of employer-sponsored health coverage. In order to offer an opt-out credit of \$200 per month and keep our health plans affordable as defined under the Affordable Care Act (ACA), Nutanix requires employees to attest (and you may have to provide evidence) that the employee and all members of the employee's tax family are enrolled in other Minimum Essential Coverage (generally, other employer-sponsored group health plan coverage) in order to receive the opt-out credit. For further questions, contact The People Team by opening a **ServiceNow** ticket.

## Your Medical Plans at a Glance

The charts below and on the next page provide an overview of key coverage features and costs for each medical plan.

	UnitedHealthcare Select Plus (CA)/ Choice Plus (Outside CA)	UHC PPO Hawaii
<b>In-Network Services</b>	<b>Employee Cost</b>	<b>Employee Cost</b>
<b>Deductible (single / family)</b>	\$0 / \$0	\$100 / \$300
<b>Out-of-Pocket Maximum (single / family)</b>	\$0 / \$0	\$2,500 / \$7,500
<b>Office Visit</b>	\$0	10%
<b>Specialist Visit</b>	\$0	10%
<b>Preventive Services</b>	\$0	0%
<b>X-Ray / Lab / Imaging</b>	\$0	\$0
<b>Inpatient Hospital / Surgery</b>	\$0	10% coinsurance (deductible does not apply)
<b>Emergency Services</b>	0%	10% (after deductible)
<b>Chiropractic</b>	\$0 with a limit of 24 visits per year—visit limit combines in-network and out-of-network visits	Not covered
<b>Acupuncture</b>	\$0 with a limit of 24 visits per year—visit limit combines in-network and out-of-network visits	Not covered
<b>In-Network Prescription</b>	<b>Employee Cost</b>	<b>Employee Cost</b>
<b>Tier 1 (generics and some brand name)</b>	Retail: \$0; Mail-order: \$0	\$10 copay (deductible applies to UHC Rx program)
<b>Tier 2 (preferred brand name)</b>	Retail: \$0; Mail-order: \$0	\$30 copay
<b>Tier 3 (higher-cost brand and select generic)</b>	Retail: \$0; Mail-order: \$0	\$50 copay
<b>Out-of-Network Services</b>	<b>Employee Cost</b>	<b>Employee Cost</b>
<b>Deductible (single / family)</b>	\$6,000 / \$12,000	\$100 / \$300
<b>Out-of-Pocket Maximum (single / family)</b>	\$10,000 / \$20,000	\$2,500 / \$7,500
<b>Office Visit</b>	40% (after deductible)	30%
<b>Specialist Visit</b>	40% (after deductible)	30%
<b>Preventive Services</b>	Not covered	30%
<b>X-Ray / Lab / Imaging</b>	40% (after deductible)	30% (after deductible)
<b>Inpatient Hospital / Surgery</b>	40% (after deductible)	30% (after deductible)
<b>Emergency Services</b>	0%	10% (after deductible)
<b>Chiropractic</b>	40% (after deductible) with a limit of 24 visits per year— visit limit combines in-network and out-of-network visits	Not covered
<b>Acupuncture</b>	40% (after deductible) with a limit of 24 visits per year— visit limit combines in-network and out-of-network visits	Not covered
<b>Out-of-Network Prescription</b>	<b>Employee Cost</b>	<b>Employee Cost</b>
<b>Tier 1 (generics and some brand name)</b>	Retail: \$10 (after deductible); Mail-order: Not covered	\$10 copay (deductible applies to UHC Rx program)
<b>Tier 2 (preferred brand name)</b>	Retail: \$30 (after deductible); Mail-order: Not covered	\$30 copay
<b>Tier 3 (higher-cost brand and select generic)</b>	Retail: \$50 (after deductible); Mail-order: Not covered	\$50 copay

**Note:** Retail: Up to a 31-day supply; Mail-order: Up to a 90-day supply

This is only a partial list of the covered benefits. For an expanded list of covered services, please refer to the medical plan benefit summaries available on the benefits website at [www.nutanixbenefits.com](http://www.nutanixbenefits.com).

## Your Medical Plans at a Glance CONTINUED

Kaiser Permanente HMO (Northern and Southern CA)	
In-Network Services	Employee Cost
Deductible (single / family)	\$0 / \$0
Out-of-Pocket Maximum (single / family)	\$1,500 / \$3,000
Most Primary Care Visits	\$20 copay
Most Specialist Care Visits	\$20 copay
Preventive Services	\$0
X-Ray / Lab	\$10 per encounter
Imaging	\$50 per encounter
Inpatient Hospital / Surgery	\$250 per admission
Outpatient Hospital / Surgery	\$100 per procedure
Ambulance	\$100 per trip
Emergency	\$50 per visit
Acupuncture and Chiropractic	\$15 copay with a limit of 20 visits per year—visit limit combines in-network and out-of-network visits
Prescription	Employee Cost
Generic	Plan pharmacy: \$10 per prescription for 1 to 30 days; Mail-order: Usually 2x the plan pharmacy cost sharing for up to a 100-day supply
Preferred Brand / Non-Preferred Brand / Specialty	Plan pharmacy: \$10 per prescription for 1 to 30 days; Mail-order: Usually 2x the plan pharmacy cost sharing for up to a 100-day supply

**Note:** The Kaiser plan is enriched by a Health Reimbursement Account (HRA) funded by Nutanix. See page 11 for details.



## Kaiser Health Reimbursement Account (HRA)

An HRA is an account that is owned and funded by Nutanix to help you pay for covered in-plan/in-network healthcare services payable to Kaiser.

The HRA is only available with the Kaiser HMO plan. If you select this plan, Nutanix funds an HRA that you can use to pay the annual out-of-pocket costs. For 2021, Nutanix will contribute:

- > Individual: \$1,500
- > Family: \$3,000

The Kaiser HRA is managed by HealthEquity. It only applies to copays and coinsurance payments to the Kaiser HMO plan, and HealthEquity will process your eligible medical claims up to your out-of-pocket maximum.

### HealthEquity



Nutanix partners with HealthEquity to manage our Kaiser HRA, as well as our Flexible Spending Accounts (FSAs) and Commuter Benefit Program.

Out-of-pocket expenses are minimized when you utilize HealthEquity's quick and easy claim reimbursement process, which includes online portal access and a mobile app that lets you manage your accounts from home, at work or on the go.

Call HealthEquity at **877-924-3967** or visit the Support Center at [www.healthequity.com/wageworks](http://www.healthequity.com/wageworks), where you will find answers to frequently asked questions, important forms, videos and other useful resources.

### Mail-Order Prescriptions Save Time



There are several advantages to using the mail-order pharmacy for medications you take on an ongoing basis, including:

- **Free shipping:** There's no extra shipping charge for mail-order prescriptions.
- **Convenience:** Avoid trips to the pharmacy, standing in line and waiting for your prescriptions.

Log in to [www.myuhc.com](http://www.myuhc.com) or [www.kp.org](http://www.kp.org) to learn about each plan's services.



## Dental

When it comes to staying healthy, your teeth and gums play an important role. That's why we offer dental coverage that helps pay for the cost of routine checkups and most other types of dental work you might need. Remember, Nutanix pays 100% of the plan premiums for you and your family, which means no payroll deductions. To find an in-network Delta Dental PPO provider, visit [www.deltadentalins.com](http://www.deltadentalins.com).

	Delta Dental PPO	
	In-Network	Out-of-Network and Delta Premier Dentists*
<b>Deductible (single / family)</b>	\$0 / \$0	\$0 / \$0
<b>Preventive</b> Exams, cleanings, X-rays, sealants	100%	100%
<b>Basic Services</b> Fillings, simple extractions	100%	80%
<b>Endodontics (root canals)</b> Covered under Basic Services	100%	80%
<b>Periodontics (gum treatment)</b> Covered under Basic Services	100%	80%
<b>Oral Surgery</b> Covered under Basic Services	100%	80%
<b>Major Services</b> Crowns, inlays, onlays and cast restorations, bridges and dentures, implants	80%	50%
<b>Calendar Year Maximum</b>	\$2,000 per person (every calendar year)	
<b>Orthodontia</b>	50% of costs, up to \$2,000 per member (lifetime maximum)	

\* Out-of-network and Delta Premier dentists may balance-bill for amounts that exceed the reasonable and customary amount.

## Vision

With Nutanix vision coverage, the focus is on you. Your vision plan, provided through VSP, covers periodic eye exams, eyeglasses, contact lenses and more for both you and your covered dependents. And like our medical and dental benefits, there are no payroll deductions for vision coverage premiums. To find an in-network VSP provider, visit [www.vsp.com](http://www.vsp.com).

VSP Vision Plan		
	In-Network	Out-of-Network
<b>Eye Exam</b>	100% (every calendar year)	Up to \$45 (every calendar year)
<b>Corrective Lenses</b>		
Single	100%	Up to \$30
Lined Bifocal	100%	Up to \$50
Lined Trifocal	100%	Up to \$65
Progressive	100%	Up to \$50
<b>Frames*</b>	Up to \$300, then 20% discount on balance (every calendar year)	Up to \$70 (every calendar year)
<b>Computer Vision Care</b> (employee-only coverage)	Frames: Up to \$100, then 20% discount on balance (every calendar year) Lenses: Single, lined bifocal, lined trifocal and occupational lenses included (every calendar year)	Frames: Up to \$45 (every calendar year) Lenses: Up to \$65, depending on the type (every calendar year)
<b>Contact Lenses</b> (in lieu of glasses)	Elective: Up to \$300 (every calendar year); Medically necessary: 100% (every calendar year)	Elective: Up to \$105 (every calendar year); Medically necessary: Up to \$210 (every calendar year)

\* The VSP Vision Plan also covers up to \$165 for frames at many Costco locations. Please be sure to contact the specific Costco location prior to service, as not all locations participate in this program.



## Pre-Tax Accounts

Flexible Spending Accounts (FSAs) are a great way to save money. They allow you to set aside a certain amount from your paycheck before taxes are taken out. Then, you can use the money tax-free to pay for eligible out-of-pocket healthcare and dependent care expenses.

Nutanix offers two types of FSAs, administered by HealthEquity.

### Healthcare FSA

- Pay for eligible healthcare expenses for you and your eligible dependents, such as plan deductibles, copays, coinsurance, vision and dental expenses (including orthodontia)
- Contribute up to \$2,750 in 2021
- Ability to carry over up to \$550 from your 2021 balance to 2022

### Dependent Care FSA

- Pay for eligible dependent care expenses, such as child day care (under the age of 13), that are necessary for you and/or your spouse to work, look for work or attend school full time
- Contribute up to \$5,000 in 2021, or \$2,500 if married and filing separately
- Grace period of 2.5 extra months at the end of the plan year to spend your 2021 Dependent Care FSA funds

### Estimate Carefully

Keep in mind, FSAs are “use it or lose it” accounts. You will forfeit any money left in the account at the end of the plan year, so it’s important to carefully estimate your contribution amount.

### Eligible Expenses



- **Healthcare FSA:** Plan deductibles, copays, coinsurance and other medical, dental or vision expenses. To learn more, see IRS Publication 502 at [www.irs.gov](http://www.irs.gov).
- **Dependent Care FSA:** Child day care, babysitters, home care for dependent elders and related expenses. To learn more, see IRS Publication 503 at [www.irs.gov](http://www.irs.gov).

### Hop on the Commuter Benefit Program!



Nutanix offers a Commuter Benefit Program (CBP) that helps you pay for costs associated with commuting to work. It includes costs for public transportation and parking. By contributing pre-tax dollars to a commuter account, you can lower your taxable income and save on taxes. The dollars you put in your commuter account are yours to use, tax-free, toward your eligible expenses.

- Transit Expenses: Contribute up to \$270 per month
- Parking Expenses: Contribute up to \$270 per month

The CBP is administered by HealthEquity and is available online at [healthequity.com/wageworks](http://healthequity.com/wageworks) or by phone at **877-924-3967**.



**Nutanix understands the importance of maintaining work/life balance. That's why we provide a variety of programs and benefits to help you and your family members live balanced and fulfilling lives.**

## Employee Assistance Program (EAP)

Nutanix provides a global EAP through Concern. This service is 100% *free and fully confidential*—no individual information is shared with Nutanix—and this benefit is available to you and your family 24/7, 365 days a year.

The EAP can be accessed by phone at **800-344-4222** or online at [employees.concernhealth.com](https://employees.concernhealth.com) (access code: nutanix). The program gives you confidential access to the services listed below, designed to help you work through a variety of issues related to family, relationships, career, finances and emotional health.

- > In-person, telephone and video counseling
- > Face-to-face counseling—you will receive up to six sessions per issue each year
- > Connect with counselors online via phone, video, chat and text
- > Independent legal and financial advice, delivered by experts
- > Specialist advice/general information about child and adult care, debt management, adoption assistance, identity theft support and more

For more information on the services, please visit the Concern website at [employees.concernhealth.com](https://employees.concernhealth.com) (access code: nutanix) or call **800-344-4222**.

## Rethink

Nutanix offers a developmental disability resource called Rethink. This award-winning program provides support to parents raising children with learning or behavior challenges or developmental disabilities.

With Rethink, you have access to live tele-consultations with behavioral health experts who can answer questions and provide a wide range of resources, including easy-to-follow videos, printable materials and training to best support your child in reaching their potential—all at no cost to you! For more information, visit the Rethink website at [rethinkbenefits.com/nutanix](https://rethinkbenefits.com/nutanix).

## Wellness Program

Nutanix provides a global platform and one-stop shop for wellness through Grokker.

Grokker's wellbeing solution meets you where you are. Whether it's daily exercise, mindfulness practices or an interest in learning healthy recipes to share with your family, Grokker has something for everyone. With over 4,000 fitness, nutrition, mindfulness, finance and sleep videos, Grokker's holistic program benefits employees of every age, fitness level and body type.

Access the Grokker app (iOS/Android) anywhere, anytime and on any device—TV, phone, tablet, wearable device or web. For more information, visit the Grokker website at [grokker.com/Nutanix](https://grokker.com/Nutanix).

## Mental Wellness Support

Beginning January 1, 2021, Nutanix will offer mental wellness benefits that meet you where you are through the program Ginger, at no cost to you.

Ginger provides you with on-demand access to behavioral health coaching, video therapy, video psychiatry and clinically validated content and activities. Ginger offers confidential, around-the-clock support and guided self-care, and coaches are available to talk anytime, anywhere. Coaches can help with any challenge—from stress and depression to issues with work and relationships.

Ginger is available to employees and their dependents 18 years and older.

Access Ginger through its app (iOS/Android). For more information, visit the Ginger website at [ginger.io](https://ginger.io).



## Time Away From Work

You are encouraged to take time away from work to recharge and connect with your family, friends and community, and to take care of personal matters when they arise.

Nutanix offers Flexible Time Off (“Flex Time”) for our U.S.-based exempt employees, which gives you the flexibility to take time off for planned vacation and other personal reasons. You work directly with your manager to arrange for time off and capture your time away in Workday. You continue to receive your regular pay when you take approved time away from work for vacation.

Nonexempt employees accrue vacation time based on years of service. You work directly with your manager to arrange time off and capture your time away in Workday. You will continue to receive your regular pay for the time you take off when using your accrued vacation.

Years of Service	Annual Vacation Accrual	Maximum Cap on Accrual
<b>0-4 years of service</b>	15 days or 120 hours	22.5 days or 180 hours
<b>5+ years of service</b>	20 days or 160 hours	30 days or 240 hours

Be sure to request and schedule time off as far in advance as possible so your manager can ensure adequate coverage while you're away.

For illnesses, you will apply for Short-Term Disability (STD) benefits through The Hartford and state disability insurance (where applicable) after five consecutive business days away from work. Contact [LOA@nutanix.com](mailto:LOA@nutanix.com) for more information.

## Volunteer Time Off (VTO)

The Nutanix VTO program was created to support our employees' efforts to give back to their local (and global) communities by taking time off for volunteer activities during the business day.

For more information, please review the Nutanix VTO Program and Policy, which is available on the Nutanix intranet, Simpplr. Enter “VTO” in the search field to access the policy.

## Matching Program

Pick an organization in Benevity, make your donation and Nutanix will automatically match it up to \$100 USD for the 2021 Fiscal Year. Learn more at [.Heart](#) on Simpplr.

## Dollars for Doers

For every hour you volunteer, Nutanix will donate \$10 USD to that organization for the 2021 Fiscal Year. Learn more at [.Heart](#) on Simpplr.

## Travel Assistance Plan

While you are on personal travel, worldwide travel assistance and identity theft protection are available through The Hartford, our group life insurance provider.

You can find more information about the Travel Assistance Plan on the benefits website at [www.nutanixbenefits.com](http://www.nutanixbenefits.com).

## Business Travel Insurance

Nutanix offers global medical and security assistance through International SOS. This program is designed to keep you healthy, safe and secure in challenging moments when you are traveling or living abroad for work.

International SOS provides medical, security and logistical expertise to help safeguard our international travelers, expatriates and global workforce. So, if you lose your medication in Belgrade, need to see a doctor in Bangalore or get pickpocketed in Rio, you can immediately contact International SOS for support.

Conveniently dial one phone number (**+1 215-942-8226**) to connect to the International SOS network of medical and professional service teams—available 24 hours a day, 365 days a year from anywhere in the world. International SOS will get in touch with Nutanix as needed, depending on the situation, and can even communicate with your family members.

There are two ways to keep your membership information and key phone numbers handy:

- Download the Assistance App at <http://app.internationalsos.com> and register with your Nutanix email address
- Print your membership card at [www.internationalsos.com](http://www.internationalsos.com)—enter our membership number (11BCPH804918) and click **Print Card** in the top right corner of the screen

## LinkedIn Learning

Nutanix offers access to LinkedIn Learning, an on-demand learning solution designed to help you gain new skills and advance your career. LinkedIn Learning offers small bursts of learning anytime and anywhere. Many learning chunks are as short as 3 minutes, so you can learn what you need, when you need it.

### Quick Tips for Your First Login:

1. Log in to your LinkedIn account at [www.linkedin.com/learning/](http://www.linkedin.com/learning/) using your existing username and password—no need to create a new account
2. Log in to Okta at [nutanix.okta.com](http://nutanix.okta.com)
3. Click the LinkedIn Learning tile in Okta
4. This will authenticate you into LinkedIn Learning for the first time

After this, you can access LinkedIn Learning via Okta or your LinkedIn account or through the LinkedIn Learning mobile app, which you can download from the App Store or Google Play. When setting up the app, specify Nutanix as the organization.

# Financial Security



Nutanix helps you protect your financial security by offering the 401(k) plan, Employee Stock Purchase Plan (ESPP), life, accidental death and dismemberment (AD&D) and disability insurance options.

## 401(k) Plan

You have two options to save for your retirement through our 401(k) plan, managed by Fidelity:

- > Traditional pre-tax 401(k) contributions
- > ROTH post-tax contributions

The Nutanix 401(k) plan also offers Fidelity BrokerageLink®, which gives you access to the retail world of investing should you want options beyond what is offered to you in the plan.

You may enroll in the 401(k) plan at any time during the year by registering at [www.401k.com](http://www.401k.com).

To learn more about the Nutanix 401(k) plan, visit the benefits website at [www.nutanixbenefits.com](http://www.nutanixbenefits.com) and go to the **Money** section.

## Employee Stock Purchase Plan (ESPP)

By participating in our ESPP, eligible employees can purchase shares of our Class A common stock through automatic payroll deductions.

- > **Eligibility:** You generally will be eligible to participate in the ESPP if you are employed by Nutanix and are scheduled to work for us for at least 20 hours per week and more than five months in any calendar year (meaning you are not a short-term or seasonal employee).
- > **Enrollment:** E\*TRADE enrollment periods open on or around March 1 and September 1 each year.
- > **Limitations:**
  - Contributions: You can contribute up to 15% of your eligible compensation to purchase shares during each offering period (limits detailed in the prospectus).
  - Share limit: You cannot purchase more than 1,000 shares in each approximately six-month purchase period.
  - Other limits: Your right to buy shares under the ESPP may not accrue at a rate exceeding \$25,000 worth of shares per calendar year in which an offer is outstanding.
- > **Purchase Price:** The purchase price will be the lesser of (a) 85% of the fair market value of our shares on the first trading day of the offering period or (b) 85% of the fair market value of our shares on the last day of the applicable purchase period.
- > **Withdrawal:** You may withdraw from the ESPP at any time.

Please read the Nutanix, Inc., 2016 Employee Stock Purchase Plan and related documents available on the E\*TRADE website at [www.etrade.com](http://www.etrade.com), which includes complete program administration and eligibility details, plan operation Q&As, and tax and ERISA (Employee Retirement Income Security Act) information.

For questions about the ESPP, email our Stock Administration Team at [stocks@nutanix.com](mailto:stocks@nutanix.com).

### Important Beneficiary Reminder—401(k) and ESPP



Be sure to designate beneficiaries for eligible benefits upon your death:

**401(k) Plan:** Update your beneficiary information on Fidelity's website at [www.401k.com](http://www.401k.com).

**Employee Stock Purchase Plan (ESPP):** Visit the E\*TRADE website at [www.etrade.com](http://www.etrade.com) and follow these steps to designate your beneficiaries:

- Enter your user ID and password to log in to your account
- Click the person icon in the top right corner
- Select **Account Preferences**
- Click **View/Edit** next to **Account Beneficiary**
- Update as needed and click **Submit/Save**

## Life and AD&D Insurance

Nutanix provides you with basic life and AD&D insurance at no cost\* through The Hartford so you can protect your loved ones from the unexpected. For added protection for yourself and your family, you can also purchase voluntary life and AD&D insurance.

AD&D provides additional benefits to keep your family financially secure in the event that you lose your life, sight, hearing, speech or the use of your limb(s) in an accident. Benefits are paid as a percentage of your coverage amount, depending on the type of loss.

### Company-Paid

- Employee basic life\* and AD&D\*\* insurance of 3x your annual base earnings (up to \$1,000,000)

#### Remember to Name a Beneficiary



Your beneficiary will receive the benefit paid by your life insurance policy in the event of your death.

To add or change a beneficiary, visit Workday at <https://nutanix.okta.com>.

\* Federal tax law requires Nutanix to report the cost of company-paid life insurance in excess of \$50,000 as imputed income.

\*\* AD&D benefits are paid in addition to any life insurance if you die in an accident or become seriously injured or physically disabled.

### Employee-Paid

- Employee voluntary life and/or AD&D coverage in \$10,000 increments (maximum will be the lesser of 6x your annual base earnings or \$1,000,000); the Guaranteed Issue amount of \$500,000<sup>‡</sup> is available for new hires only
- Spouse voluntary life and/or AD&D coverage of up to 100% of employee coverage amount in \$5,000 increments (maximum will be the lesser of the employee's basic and voluntary life/AD&D amount or \$500,000<sup>‡</sup>); the Guaranteed Issue amount of \$100,000 is available for spouses of new hires only
- Child voluntary life and/or AD&D coverage of up to 100% of the employee's coverage amount in \$2,000 increments, up to \$20,000

You do not need to purchase voluntary life or AD&D coverage for yourself in order to purchase coverage for your dependents.

<sup>‡</sup> You may have to complete an Evidence of Insurability (EOI) medical questionnaire to determine whether you or your spouse is insurable for voluntary life insurance amounts. If required, one will be emailed to you by The Hartford at your work email address.

## Disability Insurance

The loss of income due to illness or disability can cause serious financial hardship for your family. Short-Term Disability (STD) and Long-Term Disability (LTD) insurance replace a portion of your income to help you continue to pay bills and meet your financial obligations.

### Summary of Disability Benefits

	STD	LTD
Who pays?	Employer-paid	Employer-paid
Benefit provided	Up to 60% of your weekly base salary	Up to 60% of monthly base salary
Maximum benefit payable	Up to \$2,310 per week	Up to \$10,000 per month
Maximum benefit duration	Up to 26 weeks while on an approved leave	Until you're no longer considered disabled or you reach normal retirement age, whichever comes first
Waiting period	7 calendar days	180 calendar days

### STD Tax Choice

You have a choice as to when you pay taxes on STD—on the premium or on the benefit itself. Here's how each option works:

Nutanix pays your STD premium...	So, by law, any STD benefits are ...	And your current tax situation is ...
<b>Option 1: Premium Not Imputed (benefit is taxed)</b>	<b>Taxed as income</b> if/when you receive them	<b>Not affected</b>
<b>Option 2: Premium Imputed (benefit is tax-free)</b>	<b>Not taxable income</b> if/when you receive them	<b>Affected</b> —the value of the premium is imputed income, so you pay taxes on this amount

**Important:** If you do not make an STD tax choice when you first enroll in benefits or during Open Enrollment each year, you will be automatically enrolled in Option 2: Premium Imputed (benefit is tax-free).

Because the value of the premium is imputed income,\* it increases the taxable income reported on your W-2 and you pay taxes on this amount. If you do not want to pay imputed income on the STD premium that Nutanix pays on your behalf, you **must** actively elect Option 1: Premium Not Imputed (benefit is taxed) as your STD tax choice during the enrollment process.

This means if you ever use your STD benefit, you will be taxed on any payments made to you from the STD plan at the time of payment. Those who do not make an election will be defaulted to Option 2: Premium Imputed (benefit is tax-free) in Workday. This means that you will pay taxes on the value of the premium each pay period and the STD benefit will not be taxed (because you paid taxes on the premium).

\* Imputed income is the value of the STD benefit paid by Nutanix on your behalf.

### Imputed Income Example:

How do I determine the amount of tax I will pay on the cost of STD coverage if I select or default to Option 2?

- > Assume your annual salary is \$132,000
- > The cost of coverage is \$0.07 per month per \$10 of weekly benefit—the monthly premium paid by Nutanix would be **\$10.66**  $([132,000 \div 52 \times 60\%] \times 0.07 \div 10)$
- > Assuming your tax rate is 35%—the monthly tax amount you pay would be **\$3.73**  $(10.66 \times 35\%)$

In this example, your annual imputed income for the value of your STD premiums would be \$127.92  $(10.66 \times 12)$ , so you would pay an additional \$44.77  $(127.92 \times 35\%)$  in taxes for the year.

# Contacts

Please contact the appropriate provider listed below to learn more about a specific benefit plan. We also invite you to contact The People Team if you have questions by opening a [ServiceNow](#) ticket.

Carrier/Vendor	Group # Reference ID	Phone	Website/Email
<b>UnitedHealthcare</b>	905005	844-636-5296	<a href="http://www.myuhc.com">www.myuhc.com</a> (log in to <a href="http://www.myuhc.com/virtualvisits">www.myuhc.com/virtualvisits</a> to register for a Virtual Visit)
<b>Kaiser, Northern California</b>	604564	800-464-4000	<a href="http://www.kp.org">www.kp.org</a> (log in to <a href="http://www.kp.org/mydoctor/videovisits">www.kp.org/mydoctor/videovisits</a> to register for a Video Visit)
<b>Kaiser, Southern California</b>	232258		
<b>Health Advocate</b>	N/A	866-695-8622	<a href="http://www.healthadvocate.com/members">www.healthadvocate.com/members</a> (email <a href="mailto:answers@healthadvocate.com">answers@healthadvocate.com</a> for questions or assistance)
<b>Delta Dental</b>	16325	800-765-6003	<a href="http://www.deltadentalins.com">www.deltadentalins.com</a>
<b>Vision Service Plan (VSP)</b>	30070902	800-877-7195	<a href="http://www.vsp.com">www.vsp.com</a>
<b>HealthEquity</b> – Kaiser HMO Medical HRA – Healthcare and Dependent Care FSAs – Commuter Benefit Program (CBP)	N/A	877-924-3967	<a href="http://healthequity.com/wageworks">healthequity.com/wageworks</a>
<b>Concern—Employee Assistance Program (EAP)</b>	Nutanix	800-344-4222	<a href="http://employees.concernhealth.com">employees.concernhealth.com</a>
<b>Rethink—Developmental Disability Support</b>	Nutanix	800-714-9285	<a href="http://rethinkbenefits.com/nutanix">http://rethinkbenefits.com/nutanix</a> (email <a href="mailto:support@rethinkbenefits.com">support@rethinkbenefits.com</a> for questions or assistance)
<b>Grokker—Wellness Program</b>	N/A	N/A	<a href="https://grokker.com/Nutanix">https://grokker.com/Nutanix</a> (email <a href="mailto:support@grokker.com">support@grokker.com</a> for questions or assistance)
<b>Ginger—Mental Wellness Support</b>	N/A	N/A	<a href="http://ginger.io">ginger.io</a>
<b>International SOS—Business Travel Insurance</b>	11BCPH804918	+1 215-942-8226	<a href="http://www.internationalsos.com">www.internationalsos.com</a> (download the mobile app at <a href="http://app.internationalsos.com">http://app.internationalsos.com</a> )
<b>Fidelity—401(k) Plan</b>	80258	800-835-5097	<a href="http://www.401k.com">www.401k.com</a>
<b>E*TRADE—ESPP</b>	3540	800-838-0908	<a href="http://www.etrade.com">www.etrade.com</a>
<b>The Hartford—Life and AD&amp;D (Basic and Voluntary)</b>	877221	888-563-1124	<a href="http://www.thehartfordatwork.com">www.thehartfordatwork.com</a>
<b>The Hartford—Leave and Disability (STD and LTD)</b>		800-549-6514	



This benefits decision guide constitutes a Summary of Material Modifications (SMM) to the Nutanix, Inc., Employees Welfare Benefit Plan January 1-December 31 Summary Plan Description (SPD). It is meant to supplement and/or replace certain information in the SPD, so retain it for future reference along with your SPD. Please share these materials with your covered family members.

This document highlights some of the provisions of the company's benefits programs as of January 1, 2021. Complete details may be found in the official plan documents. In case of a conflict between the information contained in this guide and the plan documents, the plan documents always prevail. In addition, the company reserves the right to amend or end these plans at any time for any reason with or without notice.

All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996.